2026

India Benefits Guide

Version 4.1, January 1, 2026

sprinklr

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In the event the content of this document or any oral representation made by any person regarding the plan(s) conflict with or are inconsistent with the provisions of the plan document(s), the provisions of the plan document(s) will control.

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Welcome to Sprinklr India!

At Sprinklr, we foster a culture of collaboration, inclusivity, and a shared commitment to customer success. We recognize and value every voice, and we are deeply invested in supporting our people.

Our employee medical, life and disability plans are all **covered by Sprinklr**. You are automatically enrolled into the company life and disability plans from your first day of employment. You can choose to extend medical coverage to a spouse/partner and/or dependent children, should you wish.

Eligibility

You become eligible for Sprinklr Benefits on your first day. Following the completion of your Onboarding task in Workday, you will receive an email from Darwin, the benefits enrollment platform, within **24 hours** containing your enrollment instructions. You will have **15 days** to enroll dependents and select additional sum insured through the portal. If this deadline is missed, you will not be able to enroll your dependents or select additional sum insured until the next renewal date, or unless you experience a Qualifying Life Event.

We are here for you

If you have any questions about enrollment or any of your benefits, you can email Benefits@sprinklr.com.

Head to the next page to see our handy suite of Sprinklrite benefits resources!

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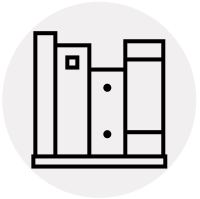
SprinkIrite Resources

Have Questions?

Benefits@sprinklr.com



Benefits Page*

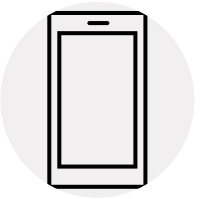
All the benefits information you need for your country in one convenient place

Sprinklr Intranet*

Overview of our Global Programs and much more!

Directory*

Don’t know who to contact? Here’s the who’s who for your country



Microsite

Access this guide wherever you are, at work or on the go

**Internal resource only*

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SPRINKLR INDIA

Health Plans

Group Mediclaim (GMC)

Being able to access medical help and care when needed is important to our employees. Our medical insurance gives you and your immediate family peace of mind and fast access to medical care when you need it most.

Base cover is fully paid by Sprinklr, and you can choose to cover your partner/spouse, up to two children, and either parents or parents-in-law. There are top up options available on the medical plan. Please refer to the Employee Benefits Manual on the India Benefits Intranet page for more information.

You will have **15 days** from receipt of your login credentials from Darwin to complete enrollment and select additional sum insured.

If you do not act within this window, you will not be able to add dependents, or select additional sum insured until the next policy renewal, or if you experience a Qualifying Life Event.

Benefit	Coverage
Inpatient room and board	Covered
Pre-existing conditions	Covered from Day 1
Newborn Baby	Covered from Day 1
Inpatient prescription medication	Covered
Hospital Diagnostics	Covered
Dialysis, Chemotherapy	Covered
Cancer Care	Covered
Vision (Employee Only)	Covered up to INR 15,000 per year

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OPD Benefits

Sprinklr have partnered with Aditya Birla and Visit Health for OPD benefits in India. Our OPD plan provides you with access to online doctor consultations, dental care, pharmacy, labs, WHO approved vaccinations & physical consultations. As an employee, you also have access to an annual health check up.

You and your family will have access to a wallet within the Visit Health app, with predefined limits by OPD service. More information on how limits are applied can be found on the India Benefits Intranet page.

Once you have completed enrolment on the GMC plan, enrolment for OPD services will take approximately two weeks.

Qualifying Life Events

Here at Sprinklr, we understand the ***life happens.***

If you experience a change in family status and need to make a change to your enrollments throughout the year, follow the below process to make the necessary updates:

Notification

If you experience a change in family status such as birth of a child or marriage enroll your new dependent on the Darwin Benefits portal and in case of any other life event, notify sprinklrsupport@marsh.com within 30 days of the event date.

Documentation

Submit supporting documentation of your Qualifying Life Event to sprinklrsupport@marsh.com

Beneficiaries

Update your beneficiaries for your Sprinklr-provided Life and Personal Accident insurance by updating your Beneficiary Designation in the Darwin Benefits portal.

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SPRINKLR INDIA

Income Protection & Retirement

Risk Plans

It is important to protect the ones you love in the event something happens to you. Our life and disability benefits are there to give you peace of mind in the event of the unthinkable.

It's critical that Sprinklr have access to contact information for your next of kin should something happen to you. To elect beneficiaries, go to Workday and type "Beneficiaries" in the search bar.

Basis	Life Insurance (Base)	Life Insurance (Voluntary)	Personal Accident
Benefit	4x annual base salary Capped at 10 Cr	Up to 15x annual base salary (may be subject to medical underwriting)	3x annual base salary Capped at 1 Cr
Additional Benefits	Critical Illness cover up to INR 10 lakhs, and terminal illness cover	Cover will continue, even if you leave Sprinklr Long-term policy options with fixed premiums	Permanent partial and permanent total disability covered
Medical Underwriting	Employees will be required to complete medical underwriting if their sum insured is above INR 30,000,000	Subject to review by the underwriters upon application	None

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Statutory Benefits

Benefit	Coverage
Provident fund	Sprinklr contributes to the Provident Fund each month (INR 1,800 or 12% basic salary, whichever is less). You can choose to contribute more to the Provident Fund should you wish. Contact the India payroll team for details to opt in.
Gratuity	Gratuity is available to employees who have completed 5 or more years of continuous service at Sprinklr. Gratuity is payable upon separation from the company and is equal to 15 days salary for every completed year of service. *(For the purpose of gratuity calculation , a month is considered as 26 days)

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National Pension System

The National Pension System (NPS) is a retirement pension, cumulative investment plan, sponsored by the Government of India and regulated by the Pension Fund Regulatory & Development Authority (PFRDA).

Sprinklr partners with HDFC to provide you with access to a simple, and easy to understand scheme. Participation is voluntary.

Sprinklrites can contribute up to a maximum of 14% (under new tax regime) and 10% (under old tax regime) of their basic salary plus dearness allowance, with exclusive tax benefits up to certain amounts. Once enrolled, your account and investment details will be accessible through online portal and you cannot make changes to your contributions until the beginning of the next financial year.

For more information, including how to enroll, reach out to the India payroll team.

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SPRINKLR INDIA

Women’s Wellness Benefits

Women’s Wellness Benefits

Benefit	Description
Day Care Facility	Sprinklr has partnered with two trusted vendors to provide company funded creche benefits near our offices in Bangalore and Gurgaon. This ensures your little ones receive quality care, giving you peace of mind to focus on your work.
Mother’s Room	Dedicated spaces in each of our offices – Gurgaon and Bangalore are designed to offer privacy, comfort, and care for nursing mothers—making the transition back to work easier and more supportive.
Women’s Wellness Leave	This provides one paid day off per month to support our female employees across all life stages – addressing hormonal health needs including menstruation, perimenopause and menopause.

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SPRINKLR INDIA

Time Off

Paid Time Off

Annual Leave

SprinkIrites in India can take up to 18 days of annual leave each calendar year.

Any unutilized annual leave (up to a maximum of 10 days) can be carried over into the following calendar year.

24-4-U & 24-4-Others

2 days of paid time off are available to every SprinkIrite, every calendar year, to invest in their own personal or professional development and to give back to their local community.

Public Holidays

Public Holidays can be found on the Intranet, or by searching for “Holiday Calendar” in Workday.

Marriage Leave

SprinkIr India employees are eligible for up to 5 days of paid leave when getting married.

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Leaves of Absence

Family Leave

Sprinklr's Wage Replacement Benefit has been thoughtfully developed to support you and your growing family. It reflects our dedication to your well-being and aligns with our values and ways of working – The Sprinklr Way.

Sickness Leave

Sickness Leave is provided in accordance with our insured benefits.

You may be eligible for Sprinklr's Wage Replacement Benefit. It has been designed to support you if you need to take some time away to recuperate and recover.

Casual and Bereavement Leave

Casual Leave allows you to take time off work for personal reasons when unforeseen circumstances prevent you from reporting to work.

Losing a loved one can be devastating. Sprinklr understands that it is important you use this time to grieve, heal, and spend time with those who mean the most to you. SprinklIrites also benefit from bereavement counselling through our Global EAP, giving you the support you need when you need it most.

Caregiver Leave

Our Caregiver Leave policy is designed to be there for you to take care of your eligible dependents should the situation arise.

You can find the policy on the Policies & Governance Intranet page.

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SPRINKLR INDIA

Global Benefit Programs

Global Benefit Programs

MENTAL HEALTH MODERN HEALTH	MINDFULNESS CALM	EMOTIONAL SUPPORT OPTUM EWS
Sprinklr wants you to get the type of care you need for your personal well-being when you need it. ***Modern Health*** makes this easy by helping you proactively build mindfulness habits into your life through evidence-based cognitive behavioral treatments. Through the app, you will gain access to personalized well-being resources, giving you the tools you need to be the best version of yourself – at home, at work, and in your relationships. All full-time, regular employees and their dependents are eligible upon hire for **8** counselling and **8** coaching sessions per year.	CALM is your guide to everyday mindfulness in just a few minutes each day! Choose from hundreds of guided meditations on everything from managing stress and anxiety, to sleep, productivity, and physical health. Take advantage of their wind down, focus or move series specially curated for productivity, exercise, or closing out your day. All Sprinklr employees and eligible dependents are eligible upon hire.	Optum Emotional Well-being Solutions (EWS) is designed to help you lead a happier and more productive life at home and at work. You have free, confidential access to licensed professional counsellors and specialists who can answer your questions in real time and help you find resources locally. These professionals can help you with a wide range of topics, including: • Stress, depression & anxiety • Relationship issues • Family and parenting • Legal resources • Caregiving • Navigating a move • And much more! All full-time and part-time, regular employees and their immediate family are eligible for up to 6 sessions per issue, per year.

For more information and registration instructions, visit the Benefits Intranet page.

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Global Benefit Programs

FERTILITY & HORMONAL HEALTH KINDBODY	DISCOUNTS & COMMUNITY PERKS AT WORK
Embracing others for who they are is core to The Sprinklr Way, that's why we have programs in place that help you build your family, as a reflection of our company values in action. Sprinklr partners with ***Kindbody***, a global family planning and fertility benefit available to all Sprinklr full-time, benefit eligible employees and their spouses/domestic partners. Sprinklrites will receive a **lifetime maximum** benefit to be used towards services such as egg and embryo freezing, fertility testing, donor/surrogacy, adoption services, mental health counselling, and much more! Kindbody offers comprehensive **Menopause support**, expertly crafted to assist employees in navigating this significant phase of life. Employees have access to an extensive array of digital resources, support groups, and a network of providers tailored to meet your care needs. All full-time, benefits-eligible employees and their spouses/domestic partners are eligible upon hire.	The Sprinklr Perks and Savings Program through Perks at Work is the place to go for a range of offers and discounts from many of the biggest names in retail and entertainment! You also gain access to the Community Online Academy (COA) which provides free interactive classes with world-class instructors for kids and adults alike. All Sprinklr employees are eligible upon hire.

For more information and registration instructions, visit the Benefits Intranet page.

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Global Benefit Programs

COMPENSATION

ESPP

An Employee Stock Purchase Program (ESPP) allows eligible employees to purchase Sprinklr stock at a discounted price. Employees must be in an eligible country to participate.

You can choose to take part by enrolling in Shareworks during an enrollment period which begin in November and May. During enrollment, you may elect to contribute a percentage of your pay through regular payroll deductions.

RSUs

Restricted Stock Units (RSUs) may be awarded to Sprinklrites for significant and unique contributions, performance and potential.

Granted awards are located in Shareworks. You will receive a system notification after receiving any RSU award.

POC: Compensation@sprinklr.com, Shares@sprinklr.com

PERSONAL DEVELOPMENT

MENTORING

Mentoring is designed to help Sprinklrites mutually invest in their personal and professional development.

Why? Make a new friend and help grow your skills while investing in someone else!

Who? Any full-time Sprinklrite can take part. Become a mentor, mentee, or both!

SPRINKLR UNIVERSITY

Sprinklr University is our Learning Management System (LMS) that provides rich learning and skills growth capabilities to support your development.

You'll get personalized, AI-driven learning recommendations across a range of skills, driven by your role and experience. This also includes content from the LinkedIn Learning library.

POC: talent.development@sprinklr.com

For more information on these programs, visit the Sprinklr Intranet page for each respective department.

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